

CENTER SCENE



The Bureau of Land Management Service Center Newsletter

March 1988

MODERNIZATION

Problem or Solution?

A revolution in the form of computer modernization is coming to BLM. Whether this revolution will result in chaos or an orderly transition has been the central topic of three recent Service Center Management Team meetings.

The first meeting was a two and a half day retreat in Frisco, Colorado, in December. Management Team members approached modernization as a case study project. A lot of ideas were exchanged, and concerns and reservations were expressed candidly. The session really got team members thinking about the challenges of modernization.

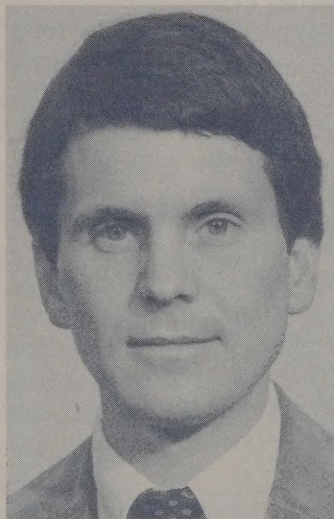
A one day follow-up meeting in January resulted in more discussion. This session was held at the Jefferson County Nature and Conservation Center (formerly the Boettcher mansion) on top of Lookout Mountain. Once again, viewpoints were candidly exchanged and perceptions sharpened.

The February 9 meeting was also held at the Center. ALMRS-GIS Project Manager Brian Bernard brought a document describing almost every aspect of modernization—timetable, procurement, staffing, and each manager's role in the process. This was examined item by item by the entire group. As a result, managers came away with a much clearer understanding of where modernization is heading, its impact at the Service Center, their own roles in the process, and the next steps that need to be taken.

At the end of this highly productive get-together, Scott MacPherson noted, "When a revolution is managed properly, it looks from the outside like evolution." Future monthly meetings for management team members will aim toward making this statement a reality.

The Project

The BLM now owns over 2,000 personal computers, operates 67 large-scale systems on the SC Honeywell, and has countless other databases and software programs operating on a variety of hardware in the field. Obviously, making sense of our automation situation is a big job. It's attracting the attention of management at all levels and now has become the focus of the Service Center's newest staff, the ADP Modernization Staff. Scott MacPherson, formerly D-220 Division Chief, has been selected as its head. The Staff will work under Brian Bernard in the ALMRS-GIS Project Office to define



Scott MacPherson

user requirements for modernizing the Bureau's automated data processing environment.

A team of experts has been assembled to analyze the growing applications of automation within the Bureau, including those systems run at the Service Center as well as State Offices, District Offices, and Resource Area Offices. The staff consists of specialists in procurement, database systems design, hardware, software, and telecommunications. SC employees John Cash, Bob Abey, and John MacMillan have been detailed to the Modernization Staff. In addition, Mike Hengel brings his Washington Office experience in office automation to the effort.

Modernization began in 1984 with the Oak Ridge Study. Recently, American Management Systems, a private contractor, surveyed the Bureau and made recommendations on improving and integrating the Bureau's information management resources. All field office requirements will be considered for inclusion in the target system, scheduled for Bureau implementation in the early 1990s.

Hello GABS Goodbye RMAS

If you ever want to get a groan from a range conservationist, just mention the letters RMAS. The Range Management Automated System has been perceived as a thorn in the side of range conservationists since 1973. That thorn is now being removed.

For the last three years the Division of Resources (with substantial help from the Divisions of Computer Applications and Finance) has spearheaded a project to replace RMAS with the new Grazing Authorization and Billing System (GABS). GABS has broken new ground in the BLM's automating procedures for resource data. It is the first system to utilize BLM's new life cycle management policy and the first to utilize distributed processing decentralized to all resource areas in the Bureau.

While responding more efficiently to the needs of the field and the public, GABS also enhances field office control of data. The ease of use and immediate response to input errors has reduced the time, effort, and frustration of producing a grazing bill. Overall the system is expected to save BLM \$1.4 million over its five-year life.

Since October 1, 1987, the system has been implemented in the entire state of Colorado and one District in Utah. The feedback from the pilot Districts has been positive, with sighs of relief from range conservationists and clerks because they finally have a program that meets their needs. Further implementations are planned after the major range billing period in February. Under the current schedule GABS will be fully implemented by the end of FY 1988.

GABS is something the Service Center can be proud of.

*"When I was young I was told
anyone could grow up to be presi-
dent; now I believe it"*

—Clarence Darrow

Technically Speaking

Mapping and photography programs were highlighted in the Division of Technical Services this past year. Fred Hostetler was cited for his skill in making corrections

directly to composite press ready plates. Although difficult, this procedure saves a considerable amount of money by eliminating the need for recomposition by the photolab. Chuck

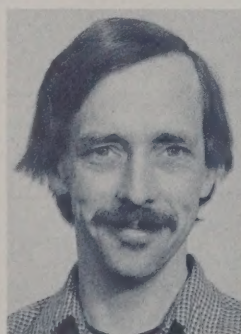


Fred Hostetler

Dodson was rewarded for his assistance to the Oregon State Office in effectively transferring geodetic control and survey corner data from one scale to mapping diapositives of another scale. John Greene and Troy Bunch were cited for cost savings resulting from improved operations with lower staffing levels. In addition, they instituted control methods which enhanced the quality level of maps produced.

In the Branch of Micrographics, Faye Bogan and Ethel Coontz received awards for production levels far above average in field note filming, film formatting, and inspection work. In all of these tasks, they achieved production rates ranging from 20 to 90 percent above standards.

Three employees in the Photolab received awards. Larry Cunningham saved the Bureau about \$50,000 because of his documentation of a subcontractor's inferior performance. Joe Harris exceeded quality control and production standards for map production. Hugh Wolfe also exceeded standards and developed a new method of etch and dye that reduced map production time.



Larry Cunningham

Herman Weiss, Branch of Survey Development, received a special act award for efficiently designing and lettering numerous award citations for the SC and the Colorado State and District Offices.

The Head Shed

Cathy Davis, Secretary to the Service Center Director, was rewarded for outstanding performance. In addition to excelling in her regular duties, she organized an AWP decision meeting and a meeting of the Bureau Management Team. She receives frequent favorable comments on her helpfulness.

Get Your Programs Here

Nine programmer analysts in the Division of Computer Applications were honored. In the Branch of Administrative Systems, Iris Matney was cited for her work on the property and procurement systems as well as a departmental system on personnel management questionnaires. Marvin Gutwein developed a procedure to adapt walk-throughs (used for new developments) to modify current systems. As project leader, he



Iris Matney

was instrumental in the success of the Automated Fleet Management System (AFMS). Gary Aho was able to reduce the number of work orders by suggesting alternate methods, thus helping assure success of the AFMS.

Don Oakland and Barney Poole of the Land Records Branch were rewarded. As project leader on the Case Recordation System, Don tackled the more difficult programs and completed them efficiently—a key to the success of this system. Barney assumed maintenance of the Mining Claim Recordation System upon the sudden death of Paul Bundy. His ability to become quickly familiar with the system prevented downtime, thus saving money for the Bureau.

In the Branch of Resource Systems, team leader Bill Aldrich and Jim Armstrong, Ron Baker, and Virginia Crosby shared an award for their part in developing the Grazing Authorization Billing System (GABS). Development of this system, including the interface between PC-FOCUS and SOFTERM, will allow Resource Area offices to provide current, accurate information on grazing bills.

ALMRS CALMRS

For keeping the pot glowing but not overflowing, four from the ALMRS clerical staff were rewarded. Marlene Brooke was recognized for her work on the 300-page *GIS Applications for Cultural Resource Management*. Tina Bishop was awarded for her skills in organizing a highly complex filing system. Steve Judish was rewarded for creative adaptations of the



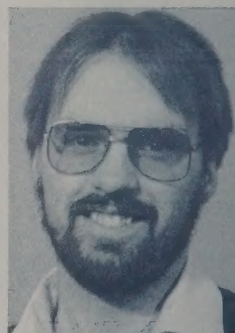
Herbert Anderson

SMART software and dBase III. Herbert Anderson was cited for skillful editorial work beyond the scope normally expected at the secretary level.

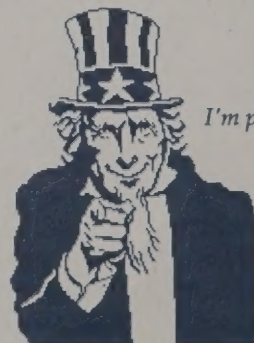
Resourceful

In the Division of Resources, William "Buck" West was rewarded for coordinating design and development of the Grazing Authorization and Billing System (GABS). Buck was particularly sensitive to the needs of field offices, which led to widespread acceptance of the system.

Marilyn Chatterton and June Johnson of the Division of Resources received awards for typing the manuscript of the 800-page book, *Inventory and Monitoring of Wildlife Habitat*. Wally Crisco and Lee Werth of the Remote Sensing Branch received awards, Wally for his work in reducing photography costs and Lee for managing the Fire Fuels Mapping project.



Buck West



I'm proud of you!

Software Piracy

All users of microcomputers at the Service Center are reminded that most software approved for use by the Bureau has been copyrighted and is used under a license agreement with the manufacturer. The license usually specifies that a particular package of software can be installed and used on only one machine at a time. This point is occasionally overlooked by those having one PC at home, in contrast with the proliferation of machines at the Service Center.

Unless otherwise specifically stated in the software, it is to be installed and used *only* on one machine. The individual installing software on Service Center machines must determine whether the installation may be in violation of the license agreement.

The Service Center does not support or condone software copying (piracy). Lee Anderson, the Service Center's Information Access Specialist, reminds us that willful violation of the Copyright Law can result in civil damages of up to \$50,000 in addition to actual damages, plus criminal penalties of up to 1 year imprisonment and/or a \$10,000 fine.

New Payroll/Personnel System

In June 1990, BLM is scheduled to convert to a pay system adapted from the Federal Bureau of Investigation. The FBI system utilizes a data base (ADABAS) environment and a fourth-generation computer language (NATURAL). It is an on-line transaction system and operates on an NAS 9080 computer system utilizing the IBM MVS/XA operating system and Software AG products. This system is also an integrated payroll/personnel system similar to PAY/PERS but requires modifications to meet the Department's requirements before it can be utilized.

BLM has been using the PAY/PERS payroll and personnel system since 1982. Developed by the Bureau of Reclamation (BOR) in 1979, the system has grown from about 8,000 to over 100,000 employees. All Department of Interior Bureaus are currently serviced by PAY/PERS, as well as four non-Interior agencies.

The PAY/PERS system was not designed for the rapid growth and diversity

of Bureaus being serviced. This, coupled with the age of the system, prompted BOR and the Department to begin developing or looking for a new payroll and personnel system.

The conversion will not affect implementation of BLM's remote entry of T&A system. In fact, both systems should complement each other.

From the Director

This expanded issue of the Center Scene cites many SC employees who received incentive awards over the past year. Their efforts produced significant savings in money and time, and I know all of you join me in congratulating our co-workers.

By the same token, I recognize the hard work performed by the rest of you. And I want you to know that I certainly appreciate your fine efforts. Making a diverse organization such as the Service Center click requires the endeavors of all of us. So for your contributions to our team effort, I sincerely thank each one of you.

—Bob Moore

AWARDS EXTRA!

Good Strokes

The nine data transcribers pictured received cash awards based on exceeding their productivity standards for the last 6 months of FY 87. Minimum required key-

strokes per day range from 28,750 to 48,500, depending on grade level. Anne Torok had the highest production rate, 56% over the minimum. Dollar savings based on total strokes above the standard were \$21,736 for the period.



Front: Sonja Lindeman, Denise Contreras, Donna Kotris, Karen Humphrey, Back: Thelma Dowds, Jeannie Al-Sheikh, Melody Person, Geneva Braxton, Terryl Washington.

Supervisor Terryll Washington received a special achievement award for the increased output of the unit. Under her leadership, keystrokes increased by more than 92,000 per day, which equates to 1-1/2 GS-4 positions over a year's span.

Fire!

By working many extra hours and devising new applications for a microcomputer, Mary Haugland, Branch of Personnel, was able to complete a project on retirement for Bureau fire fighter and law enforcement employees. New regulations required Mary to complete the entire project in just one year, which was less than one-half the time originally anticipated.



Mary Haugland

Contracts and Records

As contracting officer (CO) and acquisition team leader for GIS peripheral equipment departmentwide, Bill Battle initiated significant savings. As the only CO on the technical team, Bill led evaluations of over 100 acquisition plans. Largely through his negotiation skills and long hours of work, a savings of more than \$500,000 from discounted GSA schedule prices was realized by Interior agencies for FY 87.



Bill Battle

Irene Clapp did an outstanding job of handling the Wild Horse Holding Facilities solicitation. From 764 requests received, 127 proposals were submitted. Phone and written requests and complaints, including 50 congressional inquiries, played havoc with her other workload.



Irene Clapp

Because of his skill with LOTUS, Rex Thomsen provided considerable assistance to other COs in developing cost spreadsheets (particularly helpful with the 127 wild horse proposals).

Berlinda Santos and Marion Beierle were rewarded for performing clerical work in their two sections, each normally staffed with two full-time clerks. Montanans will remember Marion from her days in the personnel office in Billings.

Cindy McCauley is the Mining Claim User's Representative. Her technical assistance to State Offices on records and ADP problems helped produce timely quarterly reports, thus creating a good public image for the Bureau. Marie Martin earned a special act award for development of a Bureauwide records retention and disposition schedule. Comments from field offices and the National Archives have been very positive.

Data transcribers Andrea Ortega and

Maria Martinez of the Branch of Records were rewarded for excellent work on inputting data in the Master Name System and changing almost 13,000 identification numbers.

Computers R Us

Laura Davis, Division of Computer Operations, procured a new memory for the Level-6 computer systems. Once the memory is installed at all 13 Bureau sites (State Offices, SC, BIFC), annual maintenance cost savings will be almost \$65,000 per year. Thanks to Dennis Royal, the installation of a new data PBX postponed purchase of several rotaries and a front-end processor until 1990 for a \$100,000 savings. The new PBX is connected to the GEONET System, rather than FTS, saving another \$24,000 per year.

Gerry Accettura and Brad Betz spent many evenings and weekend hours on the GCOS-8 operating system migration, which avoided interruption during normal user access time. As supervisor of the Bureau's central mainframe computer operator staff, Steve Childers did an excellent job in balancing three work shifts. His ingenuity in keeping equipment functional in an adverse environment was commendable.

One for the Money Two for the Budget

Gary Grimstvedt, Division of Finance, was rewarded for efforts in three areas. He lead the project on remote entry of time and attendance reports, assisted four District Offices on the productivity pilot projects, and helped develop four new or improved financial management reports.



Gary Grimstvedt

In Budget, Elaine Watson and Sandy Hale were recognized. Elaine acted for the Budget Officer during a prolonged absence. She prepared the SC proposed AWP and Program Year Budget Plans. Because of Sandy's efficiency, the SC stayed within its cost target allocations and no MBO items were late or missed.

BLM History

Service Center employees Jim Muhn and Hans Stuart are writing a history of BLM. The 200-page paperback book will give its readers a feel for BLM's people and the almost bewildering variety of legislation, programs and activities that comprise our mission—the multiple-use management of America's public lands and natural resources.

The book will include 'sidebar' features written by employees throughout BLM to highlight people, places, and events that shaped the Bureau. What follows is a letter written by GLO surveyors about the dangers they faced working in New Mexico in 1859 which gives a flavor of the book:

July 10th, 1859

Sir:

Under our contract of May 31st we proceeded to the Canadian Fork of the Arkansas River [in northeastern New Mexico] to execute the surveys contracted for. On the 3d [of July] the Comanche Indians came to our camp, took all our men prisoners and possessed themselves of all our provisions, clothes etc. After having held a consultation whether they should take our lives also, they determined to liberate our party on condition that we would leave the country in one hour, and not return to do any more work. This promise we were compelled to make in order to save our lives.

We deem it to be extremely dangerous at the present time to continue working at the place required by our contract and therefore respectfully request that you will allow us to relinquish the portion of it which has not yet been completed.

Very Respectfully,

R.E. Clement
T. Archer
Dep. Sur.